

Dept of Labor & Industries

DISCRIMINATION COMPLAINT

Investigations PO Box 44277	1880 30		12221011	Case No. Dept use only
Olympia WA 98504-4277				Case No. Dept use only
Claimant's Full Name		Social Secur	ity No.	Date
Present Address	Injury Claim	No.	Date of Injury	
City	Claimant's F	Phone No.	Attorney's Phone No.	
mployer		Union Name		Union Local No
Business Name (if different)	Phone No.	Union Representa	itive	Telephone No.
Address		Address		
ity	City		State ZIP+4	
ype of Business		Have you filed a g	grievance? What is	the status of your grievance?
Attorney	Date hired	Supervise	or's name	
Address	Department works	Department worked		
City	Job title			
inal wage rate Has employment be Yes, date?		ty issue involved? Yes No	Date alleged act of	of discrimination occurred
lave you returned to work? Yes No Full duty	ler Doctor's care?			
Tun duty	Light duty	res [No	***************************************	
Describe how you were discriminat	ed against:			

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Why did the employer take this	s action (in your opinion)?				
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				·	***************************************
	en e		Note de la California de Calif		
ve you filed your complaint with another agency? Yes No		If so, which agency have you contacted?			
certify that the information	n provided herein is th	e truth to the	best of my knowle	edge.	
int Name	Date		Signature		
	***************************************		2000000		

Mail completed form to: Department of Labor and Industries

INVESTIGATIONS

PO Box 44277

Olympia WA 98504-4277

Your rights are:

RCW 51.48.025 Retaliation by employer prohibited - Investigation - Remedies

- (1) No employer may discharge or in any manner discriminate against any employee because such employee has filed or communicated to the employer an intent to file a claim for compensation or exercise any rights provided under this title. However, nothing in this section prevents an employer from taking any action against a worker for other reasons including, but not limited to, the worker's failure to observe health or safety standards adopted by the employer, or the frequency or nature of the worker's job-related accidents.
- (2) Any employee who believes that he or she has been discharged or otherwise discriminated against by an employer in violation of this section may file a complaint with the director alleging discrimination within ninety days of the date of the alleged violation. Upon receipt of such complaint, the director shall cause an investigation to be made as the director deems appropriate. Within ninety days of the receipt of a complaint filed under this section, the director shall notify the complainant of his or her determination. If upon such investigation, it is determined that this section has been violated, the director shall bring an action in the superior court of the county in which the violation is alleged to have occurred.
- (3) If the director determines that this section has not been violated, the employee may institute the action on his or her own behalf.
- (4) In any action brought under this section, the superior court shall have jurisdiction, for cause shown, to restrain violations of subsection (1) of this section and to order all appropriate relief including rehiring or reinstatement of the employee with back pay.